Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

June 15, 2011

Également disponible en français

The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

In this issue

Page

Wage Adjustments, April **2011**... 1

Major Work Stoppages 14

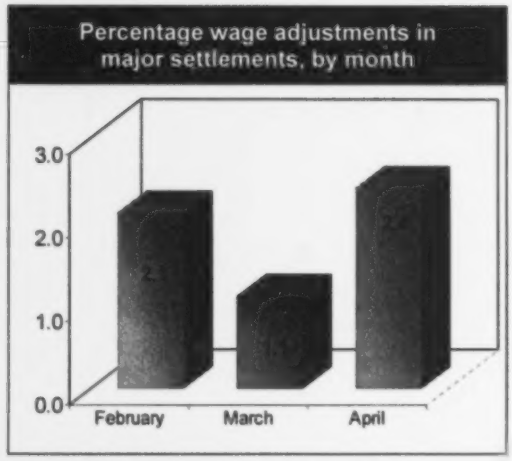
Coming in the Next Issue 15

For More Information 15

Mailing List
Add or Remove My Name 15

Canadian Labour in Profile: Wage Adjustments, April 2011

Major collective bargaining settlements reached in **April 2011** provided base rate wage adjustments averaging **2.4%** annually over the contract term. The results are derived from a review of 37 agreements* and cover 90,180 employees. This is higher than the 1.1% figure recorded in the previous month, and the 1.8% average for 2010.



When the parties to these settlements previously negotiated, contract duration averaged 35.4 months compared to the current average contract duration of 34.5 months and the resulting wage adjustments averaged 3.5%, compared to the 2.4% in their current round of settlements.

Wage adjustments in April ranged from a wage freeze in three agreements (Connors Bros., division of Clover Leaf Seafoods, L.P., with 750 employees in New Brunswick; Government of British Columbia with 800 nurses; and the University of Victoria with 500 instructors and lecturers), to a high of 5.8% for the University of Windsor with 950 teaching assistants.

Wage adjustments in the public sector averaged 2.8% and 2.0% in the private sector. The larger public-sector figure was due largely to 12 agreements in the Alberta education sector which provided 21,580 teachers across the province with wage gains of 4.5%; in the

Canada

private sector, six construction agreements (also in Alberta) provided 33,350 employees with wage adjustments averaging 2.0%.

On a jurisdiction basis, almost half the agreements and the majority of employees covered in April were in Alberta (18 agreements covering 54,930 employees); the lowest average was in New Brunswick at 0.0% (due to a single agreement with a wage freeze with Connors Bros., division of Clover Leaf Seafoods, L.P.) The highest increase was in Alberta at 3.0%. In the federal jurisdiction, two agreements averaged 3.1% (Sécurité Pré-embarquement Garda inc. at 3.0%, and CanJet Airlines at 3.2%).

On an industry basis, the highest average in wage adjustments in April was in primary industries at 3.9% (mainly due to ArcelorMittal Mines Canada at 4.1%). The lowest average was in manufacturing at 0.0% (derived from the same Connors Bros. settlement with a wage freeze mentioned earlier).

* ***Note**: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

Average Annual Percentage Wage Adjustments by Month

	2011		
	February	**March**	**April**
Sectors			
Public Sector	2.0	1.0	2.8
Private Sector	2.2	2.4	2.0
All Industries and Jurisdictions			
Average Annual Adjustment	2.1	1.1	2.4
Without Cost-of-Living Allowance	1.8	1.1	2.7
With Cost-of-Living Allowance	3.0	2.7	2.0
First-Year Adjustment	2.1	0.7	1.6
Without Cost-of-Living Allowance	1.8	0.6	2.5
With Cost-of-Living Allowance	2.9	2.7	0.2
Industries			
Primary Industries	-	-	3.9
Utilities	3.0	-	3.4
Construction	-	-	2.0
Manufacturing	0.4	2.0	-0.0

	2011		
	February	March	April
Industries (continued)			
Wholesale and Retail Trade	0.6	-	1.2
Transportation	2.6	2.5	3.2
Finance and Professional Services	1.2	2.7	3.0
Education, Health, and Social Services	2.1	0.5	3.1
Entertainment and Hospitality	2.0	-	1.3
Public Administration	1.6	1.8	1.5
Jurisdictions			
Prince Edward Island	2.0	-	-
Nova Scotia	-	-	1.0
New Brunswick	-	1.0	-0.0
Quebec	0.8	1.8	1.9
Ontario	2.5	2.4	2.0
Manitoba	1.2	1.4	1.5
Alberta	-	2.9	3.0
British Columbia	-	0.3	1.3
Territories	2.7	-	-
Public Service Labour Relations Act	1.5	-	-
Canada Labour Code, Part I	2.6	2.5	3.1
Federal Jurisdiction	2.0	2.5	3.1

Average Annual Percentage Wage Adjustments by Quarter

	2010			2011
	2nd	3rd	4th	1st
Sectors				
Public Sector	1.8	1.3	1.5	1.2
Private Sector	2.5	2.2	1.2	2.2

	2010			2011
	2nd	3rd	4th	1st
All Industries and Jurisdictions				
Average Annual Adjustment	2.1	1.8	1.5	1.3
Without Cost-of-Living Allowance	2.1	1.8	1.4	1.2
With Cost-of-Living Allowance	2.0	2.0	1.7	3.0
First-Year Adjustment	1.9	2.4	1.2	0.9
Without Cost-of-Living Allowance	1.8	2.5	1.2	0.8
With Cost-of-Living Allowance	2.6	0.8	0.4	2.9
Industries				
Primary Industries	5.7	3.5	3.7	-
Utilities	0.9	0.0	1.2	3.0
Construction	2.5	2.3	2.1	-
Manufacturing	1.5	1.7	1.5	1.1
Wholesale and Retail Trade	3.6	1.8	0.7	0.6
Transportation	1.9	2.1	2.2	2.5
Information and Culture	-	1.0	0.6	-
Finance and Professional Services	3.1	3.6	-	1.8
Education, Health, and Social Services	2.3	1.2	1.4	1.0
Entertainment and Hospitality	1.2	-	2.2	2.0
Public Administration	1.1	1.8	1.6	1.7
Jurisdictions				
Newfoundland and Labrador	2.6	-	-	-
Prince Edward Island	1.9	-	3.4	2.0
Nova Scotia	-	1.2	-	1.0
New Brunswick	-	1.8	1.4	1.3
Quebec	1.7	1.8	1.2	1.2
Ontario	2.4	2.2	1.4	2.4
Manitoba	3.5	1.2	1.4	1.4

	2010			2011
	2nd	3rd	4th	1st
Jurisdictions (continued)				
Saskatchewan	2.3	2.9	2.4	-
Alberta	2.6	2.7	1.5	1.1
British Columbia	0.0	0.7	1.5	0.2
Territories	2.2	-	-	2.7
Public Service Labour Relations Act	-	-	1.7	1.5
Canada Labour Code, Part I	2.1	1.7	2.2	2.6
Federal Jurisdiction	2.1	1.7	1.7	2.0

Average Annual Percentage Wage Adjustments by Year

	2008	2009	2010	2011
Sectors				
Public Sector	3.5	2.5	1.6	1.7
Private Sector	2.5	1.8	2.1	2.1
All Industries and Jurisdictions				
Average Annual Adjustment	3.2	2.4	1.8	1.8
Without Cost-of-Living Allowance	3.4	2.4	1.8	1.7
With Cost-of-Living Allowance	1.7	2.3	1.9	2.2
First-Year Adjustment	3.6	2.5	1.8	1.2
Without Cost-of-Living Allowance	3.8	2.6	1.8	1.3
With Cost-of-Living Allowance	1.9	1.9	1.3	0.6
Industries				
Primary Industries	4.3	2.5	3.3	3.9
Utilities	2.3	3.0	1.0	3.0
Construction	5.4	3.7	2.4	2.0
Manufacturing	1.2	1.6	1.5	0.8
Wholesale and Retail Trade	2.8	1.8	1.1	1.0

	2008	2009	2010	2011
Industries (continued)				
Transportation	3.1	1.1	2.2	2.6
Information and Culture	2.0	2.1	0.9	-
Finance and Professional Services	2.8	2.5	3.2	2.1
Education, Health, and Social Services	3.8	3.0	1.6	1.7
Entertainment and Hospitality	1.9	2.0	2.2	1.6
Public Administration	2.7	2.1	1.5	1.7
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.7	2.0
Nova Scotia	4.1	2.9	1.5	1.0
New Brunswick	3.7	6.0	2.0	1.0
Quebec	2.4	2.2	1.5	1.3
Ontario	2.6	2.4	2.0	2.2
Manitoba	3.4	2.9	2.1	1.4
Saskatchewan	5.1	5.0	2.4	-
Alberta	4.8	4.5	3.5	2.8
British Columbia	2.5	3.0	0.2	0.3
Territories	4.4	2.4	2.2	2.7
Multiprovince	-	2.1	-	-
Public Service Labour Relations Act	2.9	1.7	1.7	1.5
Canada Labour Code, Part I	2.9	1.3	1.9	2.6
Federal Jurisdiction	2.9	1.6	1.7	2.1

***Note**: Data for 2011 cover the months of January through April.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2001

Year	Public	Private	Both Sectors
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.3	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.7	2.1	1.8

***Note**: Data for 2011 cover the months of January through April.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the Technical Notes (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 181KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors (public and private), jurisdictions, and industries.

Major Settlements Reached in April 2011

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Primary Industries				
ArcelorMittal Mines Canada Lac-Jeannine, Mont-Wright, and Port-Cartier, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) production and maintenance employees	1,500	4.1*	72.0	Feb 28, 2017
Teck Coal Ltd. - Elkview Operations Sparwood, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) mine employees	710	3.6	60.0	Oct 31, 2015
2 agreements	**2,210**	**3.9**	**68.1**	
Utilities				
Enbridge Gas Distribution province-wide, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) utility workers; office employees and technicians	750	3.4	36.0	Dec 31, 2013
1 agreement	**750**	**3.4**	**36.0**	
Construction				
Construction Labour Relations – An Alberta Association province-wide, Alberta United Brotherhood of Carpenters and Joiners of America (CLC) carpenters	8,000	2.0*	48.0	Apr 30, 2015
Electrical Contractors Association of Alberta province-wide, Alberta International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	8,000	2.0*	48.0	Apr 30, 2015

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Construction (continued)				
Construction Labour Relations – An Alberta Association province-wide, Alberta Laborers' International Union of North America (CtW) labourers	7,500	2.0*	48.0	Apr 30, 2015
Construction Labour Relations – An Alberta Association province-wide, Alberta United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) plumbers and pipefitters	7,400	2.0*	48.0	Apr 30, 2015
Construction Labour Relations – An Alberta Association province-wide, Alberta International Union of Operating Engineers (AFL-CIO/CLC) operating engineers	1,650	2.0*	48.0	Apr 30, 2015
Masonry Contractors Association of Alberta province-wide, Alberta International Union of Bricklayers and Allied Craftworkers (AFL-CIO/CLC) bricklayers	800	2.0*	48.0	Apr 30, 2015
6 agreements	**33,350**	**2.0**	**48.0**	
Manufacturing				
Connors Bros., division of Clover Leaf Seafoods, L.P. Charlotte County, New Brunswick Charlotte Seafood Employees Association (Independent-local) plant and maintenance employees	750	-0.0	36.0	Dec 31, 2013
1 agreement	**750**	**-0.0**	**36.0**	
Wholesale and Retail Trade				
Pharma Plus Drugmarts Ltd. province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) retail employees	2,540	1.2	36.0	Jan 04, 2014

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
1 agreement	**2,540**	**1.2**	**36.0**	
Transportation				
CanJet Airlines, division of IMP Group Limited Enfield, Nova Scotia Canadian Union of Public Employees (CLC) flight attendants	650	3.2	48.0	Jun 30, 2014
1 agreement	**650**	**3.2**	**48.0**	
Finance and Professional Services				
Sécurité Pré-embarquement Garda inc. Montréal, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) security guards	550	3.0	12.0	Mar 31, 2012
1 agreement	**550**	**3.0**	**12.0**	
Education, Health, and Social Services				
Calgary School District No. 19 Calgary, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	6,270	4.5	12.0	Aug 31, 2012
Health Association Nova Scotia province-wide, excluding Halifax Nova Scotia Nurses' Union (CLC) nurses	5,060	1.0	24.0	Oct 31, 2011
Edmonton School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	4,980	4.5	12.0	Aug 31, 2012
Capital District Health Authority Halifax and area, Nova Scotia Nova Scotia Government and General Employees Union (CLC) health and social care professional employees	4,090	1.0	24.0	Oct 31, 2011
University of Ottawa Ottawa, Ontario Canadian Union of Public Employees (CLC) teaching assistants	3,500	1.7	36.0	Aug 31, 2013

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Education, Health, and Social Services (continued)				
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	2,910	4.5	12.0	Aug 31, 2012
Edmonton Catholic Separate School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	2,050	4.5	12.0	Aug 31, 2012
Université Laval Québec, Quebec Canadian Union of Public Employees (CLC) office employees and technicians; building maintenance employees	1,800	0.8	2.0	May 31, 2011
Rocky View School Division No. 41 Rocky View, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	1,020	4.5	12.0	Aug 31, 2012
Elk Island Public Schools Regional Division No. 14 Elk Island, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	990	4.5	12.0	Aug 31, 2012
University of Windsor Windsor, Ontario Canadian Union of Public Employees (CLC) teaching assistants	950	5.8	36.0	Aug 31, 2013
Government of British Columbia province-wide, British Columbia British Columbia Government and Service Employees' Union (CLC); British Columbia Nurses' Union (CLC) nurses	800	0.0	15.0	Mar 31, 2012
Chinook's Edge School Division No. 73 Red Deer and Mountain View County, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	630	4.5	12.0	Aug 31, 2012
Red Deer Public School District No. 104 Red Deer, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	590	4.5	12.0	Aug 31, 2012

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Education, Health, and Social Services (continued)				
Black Gold Regional Division No. 18 Nisku, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	570	4.5	12.0	Aug 31, 2012
Parkland School Division No. 70 Stony Plain, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	570	4.5	12.0	Aug 31, 2012
Lethbridge School District No. 51 Lethbridge, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	500	4.5	12.0	Aug 31, 2012
University of Victoria Victoria, British Columbia Canadian Union of Public Employees (CLC) lecturers; instructors	500	0.0	24.0	Apr 30, 2012
Wolf Creek School Division No. 72 Ponoka, Alberta Alberta Teachers' Association (Independent-national) elementary and secondary teachers	500	4.5	12.0	Aug 31, 2012
19 agreements	**38,280**	**3.1**	**17.4**	
Entertainment and Hospitality				
Caesars Windsor, operated by Windsor Casino Limited Windsor, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) casino employees; security guards; office employees	2,700	1.2	36.0	Apr 03, 2014
Sheraton Centre Toronto Toronto, Ontario UNITE HERE Canada (AFL-CIO/CLC) hotel employees	590	2.1	48.0	Jan 31, 2014
2 agreements	**3,290**	**1.3**	**38.1**	
Public Administration				
City of Winnipeg Winnipeg, Manitoba Canadian Union of Public Employees (CLC) inside and outside employees	4,980	1.5	47.9	Dec 27, 2014

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Gouvernement du Québec province-wide, Quebec Syndicat des agents de la paix en services correctionnels du Québec (Independent-national) correctional officers	1,900	1.2	60.0	Mar 31, 2015
City of Kingston Kingston, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	930	2.3	36.0	Dec 31, 2013
3 agreements	**7,810**	**1.5**	**49.4**	
TOTAL				
7 Agreements with the Cost-of-Living Allowance	**34,850**	**2.0**	**49.0**	
30 Agreements Without the Cost-of-Living Allowance	**55,330**	**2.7**	**25.4**	
37 Agreements in Total	**90,180**	**2.4**	**34.5**	

*** Cost-of-Living Allowance**

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the Technical Notes (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Major Work Stoppages

Involving 500 or more employees, from **May 27 to June 9, 2011.**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
Canada Post Corporation Canada-wide Canadian Union of Postal Workers (50,000 postal workers)	Wages, Sick leave, Pension plan	June 3, 2011	
Rotating Strike			
• Winnipeg, Manitoba		June 3, 2011	June 3, 2011
• Hamilton, Ontario		June 4, 2011	June 5, 2011
• Montreal, Quebec		June 6, 2011	June 6, 2011
• Moncton, New Brunswick		June 7, 2011	June 7, 2011
• Victoria, British Columbia		June 7, 2011	June 7, 2011
• Edmonton and Calgary, Alberta		June 8, 2011	June 8, 2011
• Labrador City, Newfoundland and Labrador		June 9, 2011	June 9, 2011
• Acadie-Bathurst, New Brunswick		June 9, 2011	June 9, 2011
• Summerside, Prince Edward Island		June 9, 2011	June 9, 2011
• Sainte-Thérèse and Saint-Jérôme, Quebec		June 9, 2011	June 9, 2011
• Thunder Bay, Hearst, Brantford, and St. Thomas, Ontario		June 9, 2011	June 9, 2011
• Flin Flon, Manitoba		June 9, 2011	June 9, 2011
• Vernon, British Columbia		June 9, 2011	June 9, 2011
• Yellowknife, Northwest Territories		June 9, 2011	June 9, 2011
• Whitehorse, Yukon		June 9, 2011	June 9, 2011

Employer, Location, Union, and Employees	Issues	Starting	Ending
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (939 steelworkers)	Retirement plan	November 7, 2010 Lockout	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Key Negotiations—Update
- Major Work Stoppages—Update
- 2011 Calendar of Expiries and Reopeners—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information Analysis or contact:

Inquiry Line: 1-877-259-8828 (toll-free number)
819-997-3117 (Ottawa-Gatineau area)

Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

PRIVACY STATEMENT